

Survey Methodology

This survey was conducted as a collaborative effort with the Fringe Benefits Consortium sponsored by the Employment and Training Administration of the U.S. Department of Labor. The survey sample was expanded beyond the consortium's recommendation to gather valid information on fringe benefits based on private or public ownership and urban or rural location. Over 3,700 surveys were mailed out and followed up with telephone calls for the partial return of over 2,100 completed surveys representing a 58 percent response rate. General findings are significant at a 95 percent confidence level with ± 2 points margin of error.

Core questions included in the survey instrument were selected based on a compilation of results from the National Compensation Survey as well as results from several pilot surveys conducted by multiple states.

To see the comprehensive Idaho Fringe Benefit Survey 2005 report go to the following Web site:

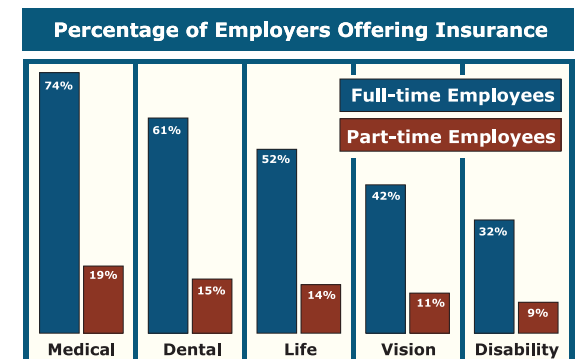
imi.idaho.gov

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Idaho Fringe Benefit Survey 2005

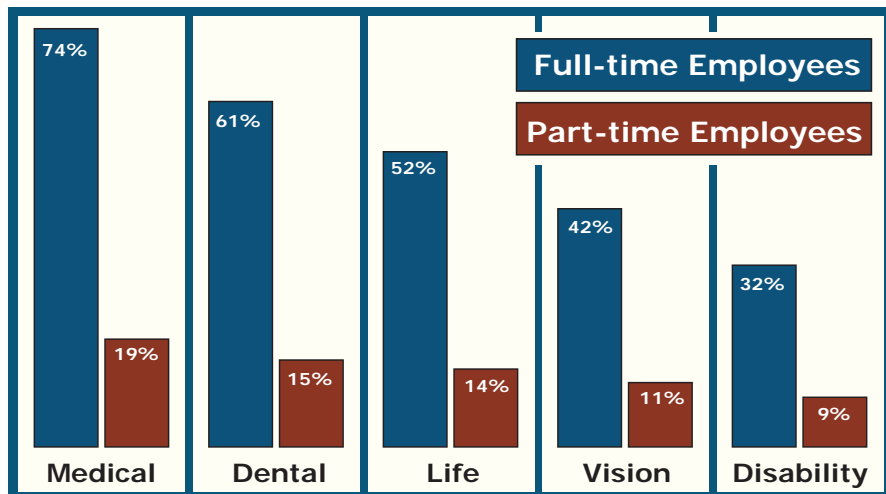


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Employers Offering Insurance



The 2005 Idaho Fringe Benefit Survey found that three of every four employers offered medical insurance to their full-time employees, significantly higher than dental, life, vision and disability.

✱ The larger the business, the more likely benefits are offered to its employees.

✱ Medical insurance is offered at higher rates to employees in the public sector compared to businesses in the private sector.

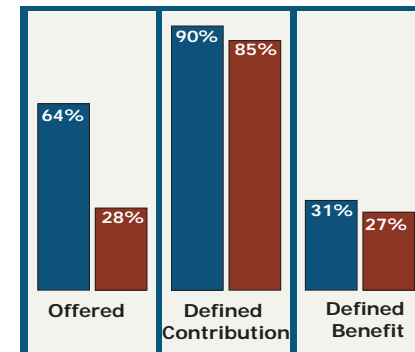
✱ The percentage of employers who offer medical insurance is the highest in management of companies at 91 percent. These rates vary down to 48 percent for the accommodation and food services industry.

✱ In general, urban businesses offer insurance packages at slightly higher rates than those in rural counties.



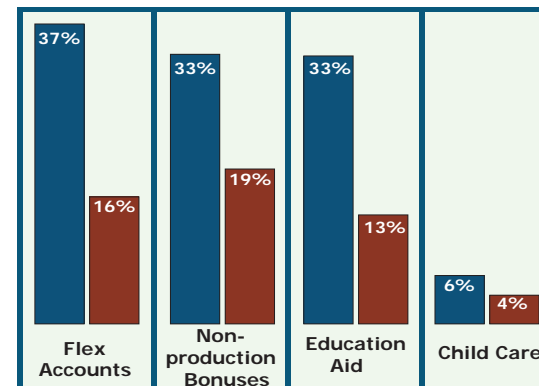
Employers Offering Retirement

Well over half, 64 percent, of all employers in Idaho offer some kind of retirement benefits. Most, around 90 percent, offer full-time employees retirement in the form of defined contribution while only 31 percent offer defined benefit plans.



Other Benefits Employees Offer

Employers reported they provide a host of other benefits as well. Flex accounts, nonproduction bonuses and education aid are offered by one-third of all employers.



Employers Offering Paid Leave

Three out of four employers offer paid leave in the form of vacation time while holidays and sick leave are offered at lower rates.

